Handling Workplace Discrimination Cases Training Course

Professional Development Training Course Outline

Category	Trade Unions	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

In the contemporary corporate landscape, fostering Workplace Equity and Inclusion is no longer a peripheral HR goal but a strategic imperative. Organizations are increasingly adopting a Holistic Approach to dismantle systemic barriers and address Modern Racism, which often manifests as Subtle Prejudice rather than overt exclusion. Handling Workplace Discrimination Cases Training Course is designed to move beyond compliance-driven models, focusing instead on Inclusive Leadership and the mitigation of Unconscious Bias to create a psychologically safe environment for all employees.

The curriculum integrates advanced psychological frameworks, such as the Multi-method Approach to Train Equity (MATE), to bridge the gap between awareness and action. By emphasizing Perspective-Taking and Social Norms, participants will develop a shared vocabulary to navigate complex issues like Microaggressions and Intersectionality. This proactive strategy empowers the workforce to transform from passive observers into Active Agents of change, ensuring that Equal Opportunity is embedded in the organizational culture.

Programme Curriculum

Handling Workplace Discrimination Cases Training Course

Introduction

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Course Duration

5 days

Course Objectives

1. Identify and reduce automatic, unintended judgments that influence recruitment and performance evaluations.
2. Develop leadership styles that prioritize **Workplace Equity** and value diverse perspectives.
3. Master the ability to detect and address subtle, everyday slights that marginalize specific social groups.
4. Understand the legal and ethical frameworks for increasing opportunities for historically marginalized groups.
5. Utilize experiential exercises to understand the impact of discrimination from the victim's viewpoint.
6. Recognize how overlapping identities create unique experiences of discrimination
7. Transition from theoretical knowledge to concrete behavioral commitments.
8. Manage defensive reactions to enable productive, honest dialogues about racial injustice.
9. Audit employment devices such as cognitive tests to ensure they do not unfairly exclude specific identity groups
10. Build an environment where employees feel safe reporting incidents without fear of retaliation.
11. Apply restorative practices to resolve interpersonal disputes stemming from discriminatory behavior.
12. Use shared vocabulary to normalize inclusive behaviors and challenge discriminatory group-think.
13. Align HR practices with **Diversity Management** strategies to improve long-term retention and innovation.

Target Audience

1. Senior Executives
2. Human Resource Professionals.
3. Direct Managers and Supervisors.
4. Diversity, Equity, and Inclusion (DEI) Officers.
5. Legal and Compliance Teams.
6. Recruitment Specialists.
7. Medical and Healthcare Residents
8. Frontline Employees.

Course Modules

Module 1: The Foundations of Modern Discrimination

- Defining Workplace Discrimination.
- The Science of Bias.
- Typologies of Discrimination
- Legal Frameworks.
- Case Study: The Invisible Barrier -Analysis of a subtle hiring bias case in a modern tech firm.

Module 2: Recognizing Microaggressions & Subtle Bias

- Microinsults and Microinvalidations.
- The Impact of Colorblindness.
- Communication Gaps.
- Cognitive Reframing.
- Case Study: The Passive Exclusion - Identifying microaggressions in a healthcare residency setting

Module 3: Intersectionality and Motherhood in the Workplace

- The Intersectional Lens.
- Motherhood-Specific Discrimination
- Economic Vulnerability.
- Age-Based Precarity
- Case Study: The Dual Burden - Navigating discrimination against ethnic minority mothers in the public sector.

Module 4: Inclusive Leadership and Management

- Setting the Tone
- Managing Defensiveness.
- Inclusive HRM Practices.
- Mentorship and Support.
- Case Study: The Leadership Turnaround -How a manager transformed a toxic team culture through active allyship.

Module 5: Training Methodology (The MATE Approach)

- Multi-method Approach
- Awareness Raising
- Social Identity Categorization.
- Perspective-Taking Exercises.
- Case Study: The MATE Evaluation -Results of a 76-employee study on prejudice reduction.

Module 6: Reporting and Grievance Management

- Safe Reporting Channels.
- Witnessing Discrimination
- Restorative Practices.
- Psychosocial Safety
- Case Study: The Transparent Audit - Revamping a company's reporting system following a high-profile grievance.

Module 7: Mitigation Strategies for Recruitment

- Adverse Impact Auditing
- Blind Screening Techniques.
- Diversifying Search Committees.
- Fair Selection Practices
- Case Study: The Talent Pipeline - Redesigning recruitment to attract overeducated or marginalized candidates fairly.

Module 8: Sustaining a Culture of Equity

- Long-term Impact Monitoring.
- Compassion Training.
- Community of Practice.
- Policy Evolution.
- Case Study: The Inclusive Legacy - A five-year review of an organization's journey toward total equity.

Training Methodology

This course employs a participatory and hands-on approach to ensure practical learning, including:

- Interactive lectures and presentations.
- Group discussions and brainstorming sessions.
- Hands-on exercises using real-world datasets.
- Role-playing and scenario-based simulations.
- Analysis of case studies to bridge theory and practice.
- Peer-to-peer learning and networking.
- Expert-led Q&A sessions.
- Continuous feedback and personalized guidance.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally- recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

a. The participant must be conversant with English.

b. Upon completion of training the participant will be issued with an Authorized Training Certificate

c. Course duration is flexible and the contents can be modified to fit any number of days.

d. The course fee includes facilitation training materials, 2 coffee breaks, buffet lunch and A Certificate upon successful completion of Training.

e. One-year post-training support Consultation and Coaching provided after the course.

f. Payment should be done at least a week before commence of the training, to Fineskill Training Center account, as indicated in the invoice so as to enable us prepare better for you.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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